



# Inclusive Leadership

Break down systems of inequity, build inclusive and courageous leaders

# High-Impact Results

We help you to move away from traditional diversity and inclusion practices, which are supportive but often surface-level and not based on the organization's central business strategy.

The Inclusive Leadership program delivers:

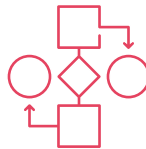


We offer results across three key areas:



## Inclusive Leadership Experiences

Executives move from being "well-intentioned" to being proactive leaders who create cultures of belonging.



## C-Suite Advisory

Ensure that your DEI strategy, leadership, and objectives are working together to deliver results. Partner 1 on 1 to promote personal growth.



## Cultural Assessment

Achieve Insight on the experience of your talent and awareness of the cultural inequities creating barriers to success.

# Our Model

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Embarking on a journey of change with the DI&B practice enables companies and leaders to become more inclusive and foster cultures of belonging like never before. Our service offerings focus on creating change at the individual, team, and organizational level:

1

## INDIVIDUAL CHANGE

### Awareness

- Insight
- Power
- Privilege

2

## INDIVIDUAL CHANGE

### Behaviour Change

- Trust and psychological safety
- Listen and comprehend
- Storytelling

3

## ORGANIZATIONAL CHANGE

### Systemic Change

#### Leadership Team

- Team/org assessment
- Leadership team
- Strategy and purpose

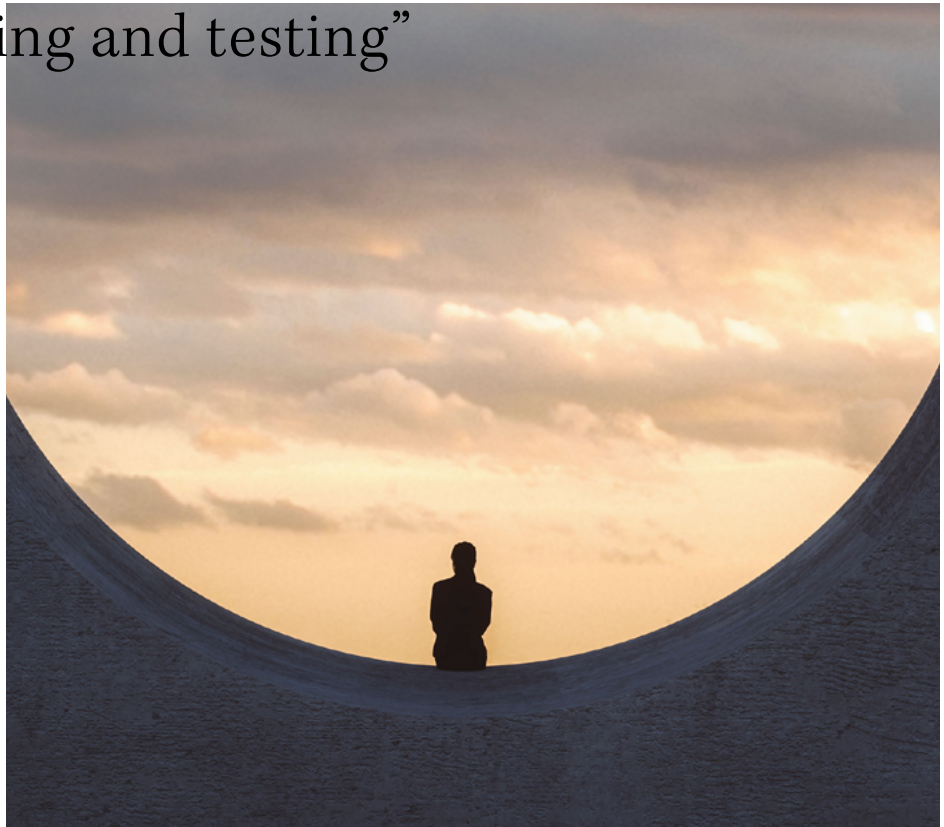
#### Cultural Transformation

- Strategic plan
- Roles and responsibilities
- Implementation, socialization, and branding



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“She understood me from a cultural standpoint; what elements of leadership could be difficult not only by being female, but also by being Asian and trying to ‘fit in’ with individuals that I didn’t immediately connect with; she gave me some simple strategies to begin implementing and testing”



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# Why Work With RHR?

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We accelerate the growth of diverse talent, give clarity around organizational culture, and engage with executives to help them to move from being “well-intentioned” to being proactive leaders who create cultures of belonging.

Spearheaded by Cristina Jiminez, a talent leadership executive with 20 years of industry experience, the program offers transformation delivered with a humble and non-

judgemental approach. Our expert teams possess the ability to guide leaders through challenging political and business-oriented situations. Successful outcomes are built by creating a safe environment for difficult and uncomfortable conversations that are vital in producing positive change.

Break down systems of inequity and build inclusive, courageous leaders by contacting us today. →





We shape leaders,  
leaders shape **the world.**

